

**AGREEMENT BETWEEN**

**TEAMSTERS LOCAL UNION #42  
HEREINAFTER REFERRED TO AS THE UNION**

**&**

**AGGREAGTE INDUSTRIES, NORTHEAST REGION INC.  
HEREINAFTER REFERRED TO AS THE EMPLOYER**

**DRIVERS CONTRACT  
QUARRY & READY MIXED**

**5/1/14-4/30/19**

Aggregate Industries

Drivers

This Agreement made and entered into by and between the undersigned Aggregate Industries, Northeast Region, INC., hereinafter called the Employer, and TEAMSTERS UNION LOCAL # 42, affiliated with the International Brotherhood of Teamsters, hereinafter called the Union, for and on behalf of its members now employed or who may hereafter be employed to govern the hours, wages and all other conditions of employment covered by this Agreement as hereinafter described from the First day of May, 2008 through April 30, 2011 and shall be binding upon both parties, their heirs, successors, assigns and legal representatives, until terminated or amended as hereinafter provided.

**ARTICLE 9**  
**WAGES AND HOURS**

1. Ready Mix Drivers,  
See Attachment A

**ARTICLE 27**  
**TERMINATION OF AGREEMENT**

This agreement shall remain in full force and effect from May 1, 2014 through and including the 30<sup>th</sup> day of April, 2019 and shall then renew itself from year to year, unless either party to the Agreement gives written notice to the other party at least sixty (60) days prior to the first of any subsequent expiration dates of the Agreement of a desire to change or amend this Agreement.

If notice or desire to amend or add to this agreement is given, the parties shall within a reasonable time prior to any expiration date, enter into negotiations concerning such request.

During the course of negotiations for amendment, revision, or modification of designated provision, provisions, or renewal thereof, the terms and conditions herein set forth shall continue in effect and any changes finally agreed upon shall be retroactive to the date of expiration and effective as of that day, providing sides have negotiated in good faith.

SIGNED THE 18 DAY OF September, 2014

FOR THE UNION

By it's duly authorized agent

[Signature]  
Sam M. [unclear]

Title

FOR THE COMPANY

By it's duly authorized agent

[Signature]  
Regional HR Mgr

Title

# Attachment A – Wages

	5/1/2014	11/1/2014	5/1/2015*	11/1/2015	5/1/2016*	5/1/2017*	5/1/2018*
Total Annual Increase	\$0.9500	\$0.2500	\$0.9800	\$0.2500	\$1.0100	\$1.0400	\$1.0700
Remaining amount after pension/health increase	\$0.02	\$0.25	\$0.18	\$0.25	\$0.15	\$0.11	\$0.06
Wage - Driver	\$21.52	\$21.77	TBD	TBD	TBD	TBD	TBD
Health and Welfare	\$9.283	\$9.283	\$9.283*	\$9.283*	\$9.283*	\$9.283*	\$9.283*
Pension	\$9.99	\$9.99	\$10.79	\$10.79	\$11.65	\$12.58	\$13.59